BILL NO. S-96-07-15 (as amended)

SPECIAL ORDINANCE NO. S-40-95

AN ORDINANCE fixing the salaries of all members of the Police and Fire Departments of the City of Fort Wayne, Indiana for the year 1996.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned to all members of the Police and Fire Departments of the City of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided by the 1996 City Budget operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all members of the Police and Fire Departments of the City of Fort Wayne, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus or approved clothing allowance.

A. That the following fringe benefits are hereby approved for the year 1996 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- 25-year Longevity Bonus $ 1,000/yr
- Hazardous Duty/Technical Pay 750/yr
- Educational Bonus 250/yr
  (Associate Degree or higher - Fire Science Technology)
- Clothing Allowance $ 1,500/yr
- That all Fire Command shall have the same longevity, disability, survivor's benefits, retirement health insurance benefits, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights as provided to members of the Fire Department covered by a collective bargaining agreement.

B. That the following fringe benefits are hereby approved for the year 1996 for the employees in the Police Command:

- Longevity Bonus $ 200/yr
  (Per year for each year in Merit Rank)
- Educational Bonus -
  - Associate's Degree $ 450/yr
  - Bachelor's Degree 900/yr
  - Master's Degree 1,350/yr
  - Clothing Allowance $ 1,500/yr

C. That all Police Command shall be eligible for any additional benefit afforded the Fraternal Order of Police.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of salary surveys. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all members of the Police and Fire Departments of the City of Fort Wayne salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City negotiated by the Director of City Human Resources and approved by Common Council.

	LABOR GRADE	TITLE
POLICE CIVILIANS		
	14	Director, Victim's Asst.
Omit	~~13~~	~~Police Psychologist~~
	12	Records Bureau Manager/Civilian
	12	Community Service Officer/Crime Stoppers
	12	Community Service Officer/Police Athletic League
	12	Office of Citizen Complaint/ Citizen Contact Officer

11	Records Bureau Supervisor/Civilian
11	Supervisor of Property Room Operations
11	Drug House Coordinator
11	Sr. Victim's Advocate
11	Administrative Assistant
10	Sr. Crime Analyst
10	Lab Technician
9	Records Bureau Technician
9	Civilian Property/ Evidence Specialist
9	Child Safety Educator
9	Victim's Advocate
8	Executive Secretary VIII
8	Crime Analyst

POLICE COMMAND

17	Chief of Police
16	Assistant Chief
15	Deputy Chief
13	Captain

FIRE CIVILIANS

13	Administrative Assistant
8	Executive Secretary VIII

FIRE COMMAND

17	Fire Chief
15	Assistant Chief.

SECTION 4. Police and Fire employees, as indicated herein, participate in Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 1996. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein, the City shall contribute 3% of employees' salary to the Public Employees Retirement fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January 1996, all members of the Police and Fire Departments of the City of Fort Wayne will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 7. That civilian employees in the Police and Fire Departments subject to this Ordinance will conform to the Official City Human Resources Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Human Resources Department.

SECTION 8. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 9. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1992 Salary Ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1996, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Council Member

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1996

LABOR GRADE	MINIMUM	MAXIMUM
1	$11,632	$17,575
2	13,088	19,772
3	14,541	21,970
4	15,997	24,171
5	17,449	26,366
6	18,905	28,562
7	20,358	30,760
8	21,811	32,956
9	23,227	35,154
10	24,720	37,351
11	26,173	39,546
12	27,629	42,402
13	29,084	43,944
14	30,535	46,135
15	31,992	48,333
16	35,284	53,308
17	39,250	59,318
18	43,566	65,820
19	48,403	73,132

Read the first time in full and on motion by Henry, seconded by _____, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____, day of _____, 19__, at _____ o'clock ____ M., E.S.T.

DATED: 6-27-95

Sandra E. Kennedy by
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Nelda Eckert, Deputy Clerk, seconded by _____, and duly adopted, placed on its passage.
PASSED ~~LOST~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	6			3
BRADBURY				✓
EDMONDS				✓
GiaQUINTA	✓			
HENRY	✓			
LONG	✓			
LUNSEY				✓
RAVINE	✓			
SCHMIDT	✓			
TALARICO	✓			

DATED: 7-11-95.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as ~~(ANNEXATION)~~ ~~(APPROPRIATION)~~ ~~(GENERAL)~~ (SPECIAL) ~~(ZONING)~~ ORDINANCE ~~RESOLUTION~~ NO. S-40-95 on the 11th day of July, 1995.

ATTEST:

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

(SEAL)

Don J. Schmidt
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 12th day of July, 1995, at the hour of 11:00 o'clock A. M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 12th day of July, 1995, at the hour of 12:15 o'clock P. M., E.S.T.

P. Helmke
PAUL HELMKE, MAYOR

BILL NO. S-95-06-15 (as Amended)

REPORT OF THE COMMITTEE ON
FINANCE
THOMAS C. HENRY - CHAIR
MARK E. GiaQUINTA - VICE CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) fixing the salaries of all members of the Police and Fire Departments of the City of Fort Wayne, Indiana for the year 1996

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID (ORDINANCE) (~~RESOLUTION~~)

DO PASS	DO NOT PASS	ABSTAIN	NO REC

DATED: 7-11-95

Sandra E. Kennedy
City Clerk

24-Hour Job Line (219) 427-1186
Benefits Administration (219) 427-1198
EEO/Affirmative Action (219) 427-1180
Labor Relations (219) 427-1180
Payroll (219) 427-1292
Personnel (219) 427-1180
TDD (219) 427-1443
FAX (219) 427-1393

The City of Fort Wayne

Paul Helmke, Mayor

Department of Human Resources
Room 380

MEMORANDUM

TO: MEMBERS OF THE CITY COUNCIL

FROM: M. FRANCES GANAWAY
ASSOCIATE DIRECTOR OF HUMAN RESOURCES

DATE: JUNE 27, 1995

SUBJECT: 1996 POLICE AND FIRE SALARY ORDINANCE

* *

Attached is the 1996 Police and Fire Salary Ordinance for your review. Police Department amendments are being proposed as a result of the Target 2000 Plan.

Below is an outline of the amendments.

Recommended Salary Ordinance Amendments

S-95-06-15 (As amended)

Page	Changes
02	Added additional clause: "That all Fire Command shall have the same disability, survivor's benefits, retirement health insurance benefits, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights as provided to members of the Fire Department covered by a collective bargaining agreement.
02	Added additional clause: "C. That all Police Command shall be eligible for any additional benefit afforded the Fraternal Order of Police.
POLICE	
~~03~~	~~Add new Police Psychologist labor grade 13~~ Omit
04	Add new Lab Technician labor grade 10
FIRE	
04	Delete Deputy Chief labor grade 16
04	Delete District Chief labor grade 13

Should you have any questions with regard to these amendments, feel free to contact me at 427-1180.

MFG/chr

BICENTENNIAL FORT WAYNE 1794 — 1994

The City of Fort Wayne

Paul Helmke, Mayor

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Department of Human Resources
Room 380

Admn. Appr. _____

DIGEST SHEET

TITLE OF ORDINANCE: Amendment to 1996 Salary Ordinance

DEPARTMENT REQUESTING ORDINANCE: FIRE AND POLICE DEPARTMENTS

SYNOPSIS OF ORDINANCE: Implement recommendations of Target 2000 Plan for the Police Department.

EFFECT OF PASSAGE: Changes will be implemented.

EFFECT OF NON-PASSAGE: 1995 Salary Ordinance remains in effect.

MONEY INVOLVED (Direct Cost, Expenditures, Savings): _____

ASSIGNED TO COMMITTEE: _____

_____